



CITY COUNCIL AGENDA
SPECIAL CITY COUNCIL MEETING OF: NOVEMBER 25, 2003

THESE PROCEEDINGS ARE BEING PRESENTED LIVE ON KCLV, CABLE CHANNEL 2, AND ARE CLOSED CAPTIONED FOR OUR HEARING IMPAIRED VIEWERS. THE SPECIAL COUNCIL MEETING, AS WELL AS ALL OTHER KCLV PROGRAMMING, CAN BE VIEWED ON THE INTERNET AT www.kclv.tv. THE PROCEEDINGS WILL BE REBROADCAST ON KCLV CHANNEL 2 AND THE WEB THE THURSDAY AT 6:00 AM, AND ALSO ON FRIDAY AT 7:00 PM AND SUNDAY AT 4:00 PM

- CALL TO ORDER
- ANNOUNCEMENT RE: COMPLIANCE WITH OPEN MEETING LAW
- PLEDGE OF ALLEGIANCE

MINUTES:

PRESENT: MAYOR GOODMAN and COUNCIL MEMBERS REESE, BROWN, L.B. McDONALD, MACK, WEEKLY and MONCRIEF (excused)

Also Present: CITY MANAGER DOUG SELBY, DEPUTY CITY MANAGER STEVE HOUCHENS, DEPUTY CITY MANAGER BETSY FRETWELL, CITY ATTORNEY BRAD JERBIC, and CITY CLERK BARBARA JO RONEMUS

ANNOUNCEMENT MADE – Meeting noticed and posted at the following locations:

Las Vegas Library, 833 Las Vegas Boulevard North
Senior Citizens Center, 450 E. Bonanza Road
Clark County Government Center, 500 S. Grand Central Parkway
Court Clerk's Bulletin Board, City Hall
City Hall Plaza, Posting Board

(2:34 – 2:36)

AGENDA SUMMARY PAGE
SPECIAL CITY COUNCIL MEETING OF: NOVEMBER 25, 2003

DEPARTMENT: CITY MANAGER**DIRECTOR: DOUGLAS A. SELBY**☐**CONSENT**☒**DISCUSSION****SUBJECT:**

Discussion and possible action regarding the findings and recommendations of the Auditor's Special Report on Neighborhood Services and other matters pertaining thereto

Fiscal Impact☒**No Impact****Amount:**☐**Budget Funds Available****Dept./Division:**☐**Augmentation Required****Funding Source:****PURPOSE/BACKGROUND:**

The Special Report of the City Auditor's Office on November 17, 2003 contains both findings and recommendations relating to important city policies and procedures. In order to enable the City Council to give either general guidance or specific direction to staff on the topics contained in this report, a full discussion with Council capability to act is appropriate.

RECOMMENDATION:

None at this time.

BACKUP DOCUMENTATION:

City Auditor's Special Report No. CAO 2300-0304-01

MOTION:

GOODMAN – Directing the City Manager to create policies to rectify inadequacies regarding cell phone usage and repayment by City employees; standardize and institute mechanisms of Last Chance Agreements; tracking of hours worked/sick leave and monitoring all City employees working at off-site locations, including but not limited to those serving who are elected/appointed to positions outside employment at the City of Las Vegas; uniformity as to disciplinary penalties for behavior contrary to the best interest of the citizens

Directing the City Clerk to put ratification of Sharon Segerblom and her alleged termination on the agenda in compliance with legal requirements thereof; that the City Manager or City Attorney's Office request an investigation by the Office of Special Counsel regarding a possible violation of the Hatch Act; with a subsequent agenda item to discuss whether or not the City Council should be full time with commensurate pay for

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City Manager

Item 1 – Discussion and possible action regarding the findings and recommendation of the Auditor's Special Report on Neighborhood Services and other matters pertaining thereto

MOTION – Continued:

better monitoring in the future and that such agenda item also include discussion as to whether or not to explore a Mayor/Council form of government; a personnel session to be conducted for the City Manager with Council members to candidly address various issues raised; and, the Fraud Committee to submit the facts and findings of the City Auditor's report and pending update to the District Attorneys Office – UNANIMOUS with MONCRIEF excused

MINUTES:

NOTE: A Combined Verbatim Transcript of Items 1, 2 and Citizen Participation is made a part of the Final Minutes under Item 1.

APPEARANCES:

OSCAR GOODMAN, Mayor

BARBARA JO RONEMUS, City Clerk

RADFORD SNELDING, City Auditor

LYNETTE BOGGS McDONALD, Councilwoman

STEVE HOUCHENS, Deputy City Manager

LAWRENCE WEEKLY, Councilman

MICHAEL MACK, Councilman

LARRY BROWN, Councilman

DOUG SELBY, City Manager

CLAUDETTE ENUS, Director, Human Resources

MARK VINCENT, Director, Finance and Business Services

WENDELL WILLIAMS, Assemblyman

UNIDENTIFIED FEMALE

GARY REESE, Councilman

JOE NEAL, Senator

PATRICIA BROWN, 507 Prescott

JOHNNY MAY BENNETT, 3645 East San Antonio Avenue

CHRISTOPHER HANSEN, 2834 Yorkshire Avenue, Henderson

JAMES TATE, Doctor, 1701 West Charleston Boulevard

TOM MCGOWAN, Las Vegas resident

DICK GEYER, 8260 Hilton Head Court

LEE HAYNES, Boulder City

LOIS REED, 2033 Travis, North Las Vegas

HENRY THORNS, 700 Boulevard

TOMMY RICKETTS, President, Las Vegas City Employees Association

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City Manager

Item 1 – Discussion and possible action regarding the findings and recommendation of the Auditor's Special Report on Neighborhood Services and other matters pertaining thereto

MINUTES – Continued:

NOTE: COUNCILWOMAN McDONALD requested a personnel session item on the agenda with the City Manager to discuss directly between the City Council and the City Manager policies such as Last Chance Agreements. She does not think that that should be an option for appointive employees in any circumstance. Appointive employees are typically those who are in management or have supervisory responsibility. They are to implement and adhere to policies of the City and are responsible to know those policies. The responsibility in this case does not rest solely on the shoulders of two individuals. Everyone has to be held to the same standard.

In addition, she requested that a policy be adopted that no City of Las Vegas employee may hold elective office in the State of Nevada Legislature.

NOTE: COUNCILMAN MACK indicated that City employees should be allowed to be an elected official, but policies and procedures should be implemented to ensure that they only receive compensation from the body they currently serve. In addition, he would like to see a policy where the elected official reports directly to the City Manager without putting the burden on a director or manager. He would like to explore the issue making all state and local officials at a full-time employee status. This will not only compensate the officials for their dedicated service, but also bring a close to the conflicts of interest that are related to outside employment, which would not be permitted if a full time Council or state legislature was enacted.

NOTE: COUNCILMAN BROWN would support a policy to better define the parameters of a City employee running for elected office. He is interested in seeing an analysis on whether equity could be built into a situation that creates a differential and how employees are viewed.

NOTE: COUNCILMAN WEEKLY indicated that policies have to be implemented and enforced. He concurred with COUNCILMAN MACK that high-ranking officials working for the City of Las Vegas should report directly to the City Manager. CITY MANAGER DOUG SELBY clarified that neither WENDELL WILLIAMS nor SHARON SEGERBLOM have been terminated from employment. They were advised that it is the City's intent to do so. The testimony given will be considered prior to the final decision.

(2:36 – 5:30)

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AGENDA SUMMARY PAGE
SPECIAL CITY COUNCIL MEETING OF: NOVEMBER 25, 2003

DEPARTMENT: CITY MANAGER**DIRECTOR: DOUGLAS A. SELBY**☐**CONSENT**☒**DISCUSSION****SUBJECT:**

Discussion and possible action regarding the service of City employees in the Nevada State Legislature and other matters pertaining thereto

Fiscal Impact☒**No Impact****Amount:**☐**Budget Funds Available****Dept./Division:**☐**Augmentation Required****Funding Source:****PURPOSE/BACKGROUND:**

The subject of whether a local government employee's coincidental service as a member of the State Legislature presents any conflicts of interest and whether, if such conflicts exist, how they should be managed, is of significant interest to the City of Las Vegas. In order to enable the City Council to give either general guidance or specific direction to staff on the development of proper policies, a full discussion with Council capability to act is appropriate.

RECOMMENDATION:

None at this time.

BACKUP DOCUMENTATION:

None

MINUTES:

NOTE: A Combined Verbatim Transcript of Items 1, 2 and Citizen Participation is made a part of the Final Minutes under Item 1.

NOTE: MAYOR GOODMAN indicated that City employees should take a leave of absence, receiving no pay or benefits when serving in another elected capacity. The employee should contribute for COBRA coverage to continue insurance and other benefits so that the City will not experience any kind of expenditure. He also directed the City Manager to research and report to the City Council whether the Legislature would consider implementing safeguards to protect against conflicts of interests. If the Legislature will not, then he stressed that the City must act to prevent a situation he considers fraught with danger, and that may include prohibiting a City employee from both serving in Carson City and continuing as a City employee.

(2:36 – 5:30)

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CITIZENS PARTICIPATION:

Items raised under this portion of the Special City Council Agenda cannot be deliberated or acted upon until the notice provisions of the Open Meeting Law have been met. If you wish to speak on a matter not listed on the agenda, please step up to the podium and clearly state your name and address. In consideration of others, avoid repetition, and limit your comments to no more than three (3) minutes. To ensure all persons equal opportunity to speak, each subject matter will be limited to ten (10) minutes.

NOTE: A Combined Verbatim Transcript of Items 1, 2 and Citizen Participation is made a part of the Final Minutes under Item 1.

(2:36 – 5:30)

1-1/2-1

MEETING ADJOURNED AT 5:30 P.M.